

*Confidential*

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### IPC: Course Critique

Of the various phases of the Career Training Program, the Intelligence Production Course was the most valuable for my purposes. With the possible exception of the Intelligence Techniques Course, the IPC was the best organized. Nevertheless, I believe that the course could be improved.

During the IPC, Career Trainee's experience what could be called an over-orientation syndrome. The daily and seemingly endless parade of organization charts, offices, divisions and branches dulls the senses and sours the interest of CT'S after the first week or two. There are simply too many components in the DDI to hope to keep the interest of CT'S over an extended period of time.

The over-orientation syndrome can be cured only by reducing the amount of orientation to which the CT is subjected in a given time span. There are perhaps only four or five offices that should be explored in the first weeks of the course, and these are all components where the CT can expect to find a potential job opportunity<sup>ty</sup>.  
Recommendation: reduce the first phase of the IPC to four weeks and explore these offices in more depth; introduce a newly-structured

second phase of the IPC which would extend over a period of months after the CT'S were placed.

The second phase of on-the-job training would introduce CT'S to the service components at a time when they could begin to see how the services of these groups could be put to use. No one would mind have <sup>(ING)</sup> the week broken up by an afternoon of orientation. In fact, I think that the students would be much more eager and interested in learning about the service components after they had received positions.

There will undoubtedly be some students who are interested in taking positions in the service components. They could be given special briefings.

Another recommendation: much of the material on the organization of the agency now presented in oral briefings should be written up and given to the students. This could be referred to after the student is on-the-job. Although the course has just finished, I find that many of the points I wanted to remember about the organization of many components now elude me.

On the whole, however, I liked the course much better than I thought I would. I also found it valuable. I realize that there are practical problems which make many of my suggestions unworkable, and I feel that in an imperfect world the IPC did a good job.

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Please forgive the lateness of this critique. I hope that it is what you wanted. Again, I would like to think you for making the IPC a valuable and interesting experience. As you know I did not start out the course with this expectation.			
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